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LETTER OF AGREEMENT

VOLUNTARY ROTATIONAL WORK ASSIGNMENT PLAN - EMERGENCY COVID-19 PANDEMIC

The Parties to this Letter of Agreement (LOA) are the Los Angeles Department of Water and Power (LADWP) and the International Brotherhood of Electrical Workers, Local 18 (Local 18).

The City of Los Angeles' local emergency declaration on March 4, 2020, and subsequent communication dated March 17, 2020, directed LADWP to develop an emergency telecommuting plan to reduce increased risk and maintain a safe workplace. The Emergency COVID-19 Telecommuting Agreement was developed and is currently in place, however not all LADWP employees are eligible to participate because their job duties cannot be performed remotely. As the COVID-19 pandemic continues to evolve, it is necessary to identify ways to maintain social distancing in the workplace while continuing to ensure that the core functions of delivering reliable water and power to our customers remains uninterrupted.

In response, the Rotational Work Assignment Plan has been developed to allow employees who are not eligible for the Emergency COVID-19 Telecommuting Plan the option of reporting to an alternate work location (i.e. home address) on a rotational basis, while maintaining critical department operations.

The details and reporting requirements of the Rotational Work Assignment Plan are outlined in the accompanying Rotational Work Assignment Agreement, which each participating employee will be asked to complete. Participation in this voluntary program is designed for those employees who were previously not eligible to telecommute because the core function of their job required them to report to work.

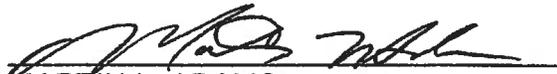
In summary, the rotational assignment will work as follows: For the week that the employee is scheduled to report to work (referred to as "on week"), he/she shall report to their normal work location, at the time and manner that he/she would normally report to work. For the week the employee is scheduled to report to his/her alternate work location (referred to as "alternate work location week"), the employee will be considered as functionally at work and may receive work assignments as deemed appropriate by his/her supervisor, which may include assigned work outside of the employee's normal core duties. During the "alternate work location week", the employee will receive their regular rate of pay, but will not be eligible for any scheduled overtime work.

Letter of Agreement
Voluntary Rotational Work Assignment Plan
Page 2

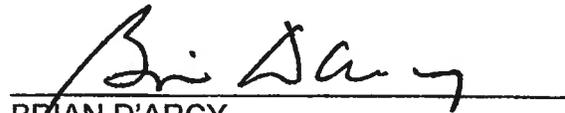
The Parties agree that an individual's Rotational Work Assignment can be terminated at the direction of LADWP management with at least a 40-hour notice to the employee.

This Rotational Work Assignment Plan will be in effect until the COVID-19 emergency declaration is suspended or until the LADWP General Manager determines to resume normal working conditions.

For the Parties:


MARTIN L. ADAMS
General Manager and Chief Engineer
Los Angeles Department of
Water and Power

Date: 4/24/2020


BRIAN D'ARCY
Business Manager
International Brotherhood of
Electrical Workers, Local 18

Date: 4/24/20

Attachment:
Rotational Work Assignment Agreement